

Stand Up For a Union That Will Stand Up for Us

**Union action is needed
to defend our contracts,
jobs and pensions.**

**Hoffa can't and won't deliver.
It's time to work together
for change.**

The economic crisis is putting the squeeze on working Teamsters in every industry and local.

At UPS, management is using new technology to harass and discipline drivers in a production push.

Freight and carhaul Teamsters have seen their job security go up in smoke. Teamsters in many industries face layoffs and concessions. Our pension funds are threatening a new round of benefit cuts.

Members don't expect our union to have all the answers to an economic crisis. But we deserve information on where we stand and a plan of action for defending our jobs, our contracts, our benefits, and our future. We're not getting that from our International Union.

It was never realistic to expect Hoffa to be his father. Times have changed and we can't look to the

past. The bigger problem is that Hoffa is providing no leadership *today* and no plan for the future.

Teamsters for a Democratic Union brings Teamsters together to work for change. We're Teamsters educating Teamsters—sharing information we're not getting from our union. We're Teamsters uniting Teamsters—working together to defend our contracts, our pensions, and our rights.

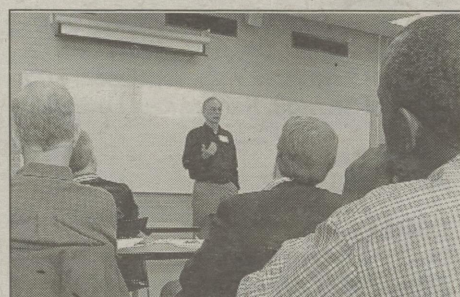
We're Teamsters coming together to work for new leadership and a new direction.

We can make it happen. Winning change won't take everyone, but no one can do it alone. It takes a critical mass of members who will step forward and work to make it happen. Our union's crisis is also an opportunity for a new direction. Be a part of it.



Working Smart at UPS

Following the methods is the best way to protect yourself from UPS's production push. **Page 7**



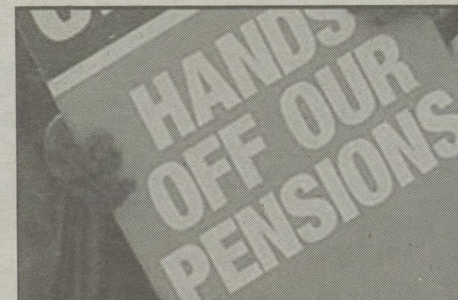
TDU On the Move

Teamsters are holding TDU meetings and workshops to rebuild union power and take back our union. **Page 11**



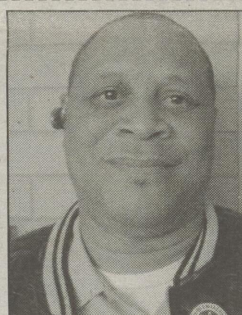
Hoffa Appointee's Boston Goon Squad

Hoffa's Trade Show Director is in court on charges of assaulting a Teamster member. Critics say John Perry is doling out lucrative trade show jobs to thugs who provide muscle for him to control Boston Local 82. **Page 3**



Pension Crisis Calls For Teamster Action

Some union leaders are backing legislative reforms to strengthen our pensions and prevent benefit cuts. What are the proposed reforms—and what kind of union action will it take to get Congress to act? **Page 5**



"TDU is about giving members the tools to change our union. When we had a problem getting representation in my local, we called TDU and got advice we couldn't have gotten anywhere else. TDU responded immediately and gave us the confidence and guidance we needed. If you want to see members take back the power in our union, join TDU."

Marlon Burlock, Cook County Dept. of Corrections
Local 714, Chicago

JOIN TDU

TDU MEMBERSHIP APPLICATION

Name _____ Local _____
Address _____
City _____ State _____ ZIP _____
Phone _____ Company _____
E-mail _____
☐ City ☐ Road ☐ Dock ☐ Clerical ☐ Warehouse ☐ Construction ☐ Production
Other _____
____ \$40 one-year membership & subscription to *Convoy Dispatch*
____ \$95 three-year membership fee
____ \$25 for spouses, and Teamsters who gross less than \$22,000 a year
____ \$25 for retirees. Retired from Local _____
☐ Check or money order
Mastercard/Visa # _____ Exp. Date _____
Date _____ Signature _____

Return to: TDU, P.O. Box 10128, Detroit, Mich. 48210

TDU membership is kept confidential. TDU solicits and accepts membership applications and donations only from Teamsters, retired Teamsters and spouses who are not employers. Only funds from Teamster members and their spouses can be used for campaign purposes.

Letters from our Members



Angelo DiCaro/CAW

Over 13,000 union members filled the streets of Toronto. The protesters, members of the Canadian Autoworkers Union, called for stronger pension protections.

Wanted: Less Selfish Leaders

We need better leadership that looks out for the membership—not just for themselves.

We have too many greedy leaders. We have officers and business agents who are voting themselves pay raises—while our brothers and sisters in freight are taking a pay cut to help keep their employers afloat. Is that right?

David Barr
UPS, Local 29
Staunton, Va.

TDU & My Retirement

I suppose I could sit back and be smug about how great my retirement is and forget about TDU.

That won't happen because I remember that without TDU, I might not have this good pension.

TDU fights the good fight. Keep it up!

Stephen Steinhagen
Retired, Local 638
Lutsen, Minn.

Enough!

No more givebacks!

The utility driver classification was supposed to create jobs. It did not.

The ten percent giveback was supposed to create job security. It did not.

If Hoffa and Tyson Johnson want to help YRC, let them take it out of their pockets, not ours. We've lost enough.

Peter Bertone
YRC, Local 707
Maybrook, N.Y.

Protect Our Pensions

I'm in total agreement with you that OUR pensions should be protected. I didn't work 32 years in this industry to be told NOW that I may not get the pension my family has been promised for many years.

Hoffa and his cronies have sold us out at every turn since he's been in office. Allowing UPS to pull out of the fund was the biggest mistake he could have ever made to hurt this union.

He can't seem to see beyond his own personal checkbook I guess. Why doesn't he take a pay cut?

Norris Deyton
YRC, Local 728
Brooks, Ga.

TEAMSTERS FOR A DEMOCRATIC UNION: WHO WE ARE, WHAT WE'VE WON, WHERE WE STAND

Teamsters for a Democratic Union is a grassroots organization of thousands of members across North America, working together to rebuild Teamster Power.

We're truck drivers, dock workers, warehouse workers, clericals—every kind of Teamster, and retirees and spouses, too.

We fight for good contracts and oppose concessions and benefit cuts.

We bring Teamsters together to enforce our rights and to hold union officials accountable to the members.

TDU is run by Teamsters for Teamsters. Our leadership body, the

International Steering Committee, is elected each year at our TDU Convention.

Not controlled by any official and answerable only to the rank and file, we are an independent voice for working Teamsters.

For more than 30 years, TDU has been uniting Teamsters to put our union to work for the members. Find out what we've won and where we stand.

If you believe in rebuilding Teamster Power by getting members informed and involved, then Teamsters for a Democratic Union may just be the group for you.

TDU TAKES ON THE MOB

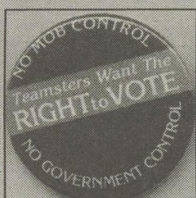


When TDU was founded in 1976, the Teamsters Union was controlled by organized crime.

Teamster officials organized goon squads to try to intimidate working Teamsters. They spread lies to try to discredit the Teamster reform movement.

It didn't work. TDU grew.

MAKING HISTORY



TDU members collected 100,000 petition signatures to demand the Right to Vote.

We opposed concessionary concessions and ran reform slates for union office.

In 1989, the federal government tried to put our entire union under government trusteeship. TDU launched a campaign: No Mob Control, No Government Control, Right to Vote—and we won.

RIGHT TO VOTE FOR TOP OFFICERS



TDU won the right for members to democratically elect our International Union officers—and the right to vote for

Teamster Convention delegates. But we didn't stop there.

TDU won majority rule on contracts to stop union officials from imposing contracts that had been rejected by a vote of the members. We won the right to vote on contract supplements—a right members have used to defeat pension cuts and other concessions.

A NEW DIRECTION FOR OUR UNION



TDU helped vote the old guard out of office in 1991 and started to put our union on the right track.

Under new leadership, our union reversed a 16-year decline in membership. Mobilized members won the 1997 UPS Strike—labor's biggest victory in decades.

FOR MORE INFORMATION, GO TO WWW.TDU.ORG/WHOWEARE

TDU International Steering Committee

Co-Chairs:

Dan Campbell, Milwaukee Local 200
Frank Halstead, Los Angeles Local 572
Michael Ruscigno, New York Local 802
Michael Savvoir, Kansas City Local 41

Organizer:

Ken Paff, Detroit

Trustees:

David Kremer, Minneapolis Local 320
Willie Hardy, Memphis Local 667
Joe Sexauer, Chicago Local 743

Members:

Gina Alvarez, Chicago Local 743
Chuck Deaver, Seattle Local 174
Matt Higdon, Georgia Local 728
Stefan Ostrach, Oregon Local 206
Liam Russertt, New York Local 804
Hugh Sawyer, BLET Div. 316
Alex Tenchavez, Los Angeles Local 396

Alternates:

Art Dorsch, Baltimore Local 355
Walter Taylor, New York Local 814
Donna McCuiston, Detroit Local 299

CONTACT TDU

We want to hear from you. Contact us at the addresses below for more information about TDU, or to send us articles or letters.

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Phone: (313) 842-2600.

Fax: (313) 842-0227.
E-mail: tdudetroit@tdu.org
Website: www.tdu.org

NY Office: 104 Montgomery St., Brooklyn, N.Y. 11225.
Phone: (718) 287-3283.
Fax: (718) 287-3287.
E-mail: tdueast@tdu.org

Members Assaulted, Contract Rights Guttled

Thugs Run Amok In Local 82

Hoffa's Trade Show Director John Perry is in court on charges of assaulting a Teamster member for filing a grievance.

Will Hoffa take a stand against violence and for seniority rights in the Trade Show industry?

As an IBT Division Director, John Perry is supposed to coordinate our International Union's efforts to defend Teamster members' rights in the Trade Show industry.

Instead, Perry faces criminal charges for assaulting a Teamster who filed a grievance to enforce members' seniority rights. The assault is part of a wider pattern of violent intimidation in Boston Local 82.

Critics charge that Perry has made a devil's pact with a group of thugs with violent criminal records who provide Perry with muscle to control Local 82 and intimidate Teamster members in exchange for lucrative jobs at Boston trade shows.

At the center of the controversy is Joseph "JoJo" Burhoe, whose extensive rap sheet includes a conviction for armed bank robbery. Court documents reveal that Burhoe has served as an informant to the FBI since his release from prison.

Perry brought Burhoe into the local after a rank-and-file insurgency in the local union passed bylaws changes that transferred power from Perry to the union's membership and nearly toppled Perry in a local union election.

Burhoe is once again a criminal defendant, this time on charges that he assaulted Local 82 member Eddie Flaherty—a rank-and-file critic of John Perry's. The violent beating left Flaherty unconscious and hospitalized. Flaherty has left the Trade Show industry in fear of his personal safety.

Perry continues to appoint Burhoe as the contact person that Local 82 members must call to get work at trade show exhibitions.

Teamster Seniority Under Attack

The seniority rights of long-time Local 82 Teamster members get in the way of Perry's scheme to get access to Trade Show jobs for thugs and their cronies. Perry's solution has been to gut members' seniority rights.

Local 82's contracts have strong language that requires employers to give

preferential hiring to workers who have experience in the Trade Show industry prior to 2003. The language is legal and the traditional mechanism used by unions to help make sure that senior employees don't get passed over for work.

For years, Perry has refused to enforce the seniority provisions in the contract—called the "2003 language." Now, Perry is trying to bargain away the seniority language altogether. But Local 82 members are fighting back.

Members Stand Up For Seniority

Members at Freeman Decorating Company voted to reject contracts negotiated by Perry that eliminated the 2003 seniority language.

Following that vote, Perry took no chances on the contract vote at Greyhound Exposition Services (GES), another major Trade Show employer. Perry stationed JoJo Burhoe, Jimmy "The Bull" Deamicis and a police officer outside the door of the union hall. Only members approved by Burhoe or Deamicis were allowed to enter the hall to vote on their contract. With the vote stacked, the GES contract passed—minus the 2003 seniority language.

But Local 82 members aren't giving up. On May 20, Trade Show Teamsters voted to reject the proposed contract at Champion Exposition Services because the 2003 seniority language has been removed.

Perry Faces Assault Charges

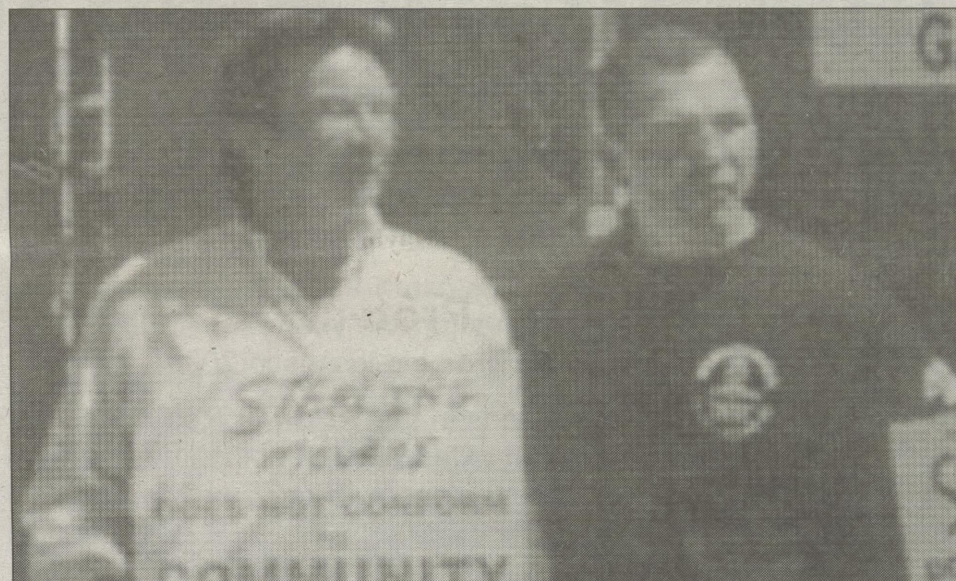
Meanwhile, Perry faces charges that he assaulted Local 82 member Jimmy Lee in retaliation for filing a grievance on a violation of the 2003 seniority language.

According to the complaint against Perry, he assaulted Lee the day after a seniority grievance was turned in.

Perry has been arraigned for assault and has a pretrial hearing scheduled for June 11. Public documents reveal that Boston police have rescinded the licenses



International Union Vice President John Murphy poses with Joseph "JoJo" Burhoe—a Local 82 enforcer. Burhoe faces criminal charges for brutally assaulting a Local 82 member, Eddie Flaherty.



Hoffa administration official John Perry (with JoJo Burhoe, right) has been charged with assaulting a Teamster member who filed a grievance. Critics say Perry is violating members' seniority rights to give lucrative Trade Show jobs to thugs who act as his enforcers.

to carry firearms from Perry and Local 82 President Pat Geary and confiscated their guns.

Hoffa Needs To Act

The Independent Review Board (IRB), the panel set up to investigate Teamster corruption, is interviewing members. Their investigation is long overdue. The assault against Flaherty took place more than a year and a half ago. Lee charged Perry with assault more than six months ago.

If the Hoffa administration is serious about acting against corruption and protecting Teamster contracts, they will not wait on the IRB to take action.

It is hard for our International Union to credibly make the case that the government is no longer needed in our union when our union takes no action to inves-

tigate charges of violent intimidation of Teamster members by a top Hoffa appointee.

Perry is on Hoffa's payroll to the tune of \$59,955 last year as the IBT Trade Show Director. He bagged a total of \$186,963 in Teamster salaries last year.

By failing to act, the Hoffa administration is helping anti-union forces who would love to take advantage of the scandal to undermine Teamster organizing drives or use the allegations of violence in Local 82 to weaken Teamster members' rights in the Boston Trade Show industry. Our union cannot allow that to happen.

The Hoffa administration needs to take action to preserve seniority language in our trade show contracts and decisively put an end to cronyism, violence and intimidation in Boston Local 82.

YRCW Pension Deal Still in the Wind

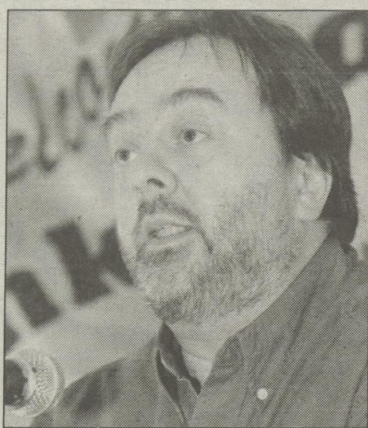
We Were Told Our Pensions Would Be Secure

"Teamster members gave up 10 percent in wages and were told our pension and health and welfare would be secure.

"Now YRC can't make the payments and we're asked to stand by on the promise of a payback next year.

"All the IBT seems to do is monitor and follow Zollars screwed up moves. We need a union plan for getting clear of this mess."

**Jimmy Rickert, YRC
Local 771, Lancaster, Penn.**



YRCW plans to put up real estate instead of pension contributions.

There's no deal yet.

YRC's proposal to put up real estate in lieu of payments to Teamster pension funds is still not finalized, as of late May, but the company, the International Union and at least one major pension fund are acting as if it's a done deal.

YRC has made it clear they do not intend to make pension payments for the rest of 2009, and instead will put up real estate (terminal properties) as collateral. The International Union has green lighted the plan, as have YRC's big lenders.

The pension funds, which have a fiduciary responsibility to their participants, continue to chew on the details and legal-

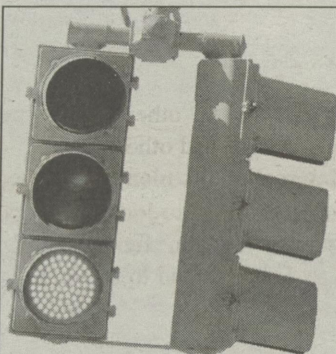
ity of the deal. YRC would avoid payments of approximately \$40 million per month; over the next seven months that would be about \$280 million, plus interest.

The Central States Pension Fund has convened a "Pension Fund Review Committee" of Teamster funds to analyze information and advise the funds.

At least one fund, the Central Pennsylvania Pension Fund, has already taken protective action: they have frozen pension accruals for YRCW Teamsters for the rest of 2008.

Understanding Your Annual Funding Notice

Temporary Help for Pension Funds



- Congress has amended the Pension Protection Act to help multi-employer pension funds ride out the financial crisis.
- Funds can "freeze" their funding status for one year even if they suffered big losses in 2008.
- Funds in the Yellow or Red Zones can extend their funding improvement plans by three more years.

Most members covered by Teamster pension plans recently received an Annual Funding Notice in the mail, and some of those letters have been pretty scary.

Many of them contain terms like endangered, underfunded, or critical status. References are made to rehabilitation plans, and members are told that early retirement plans could be cut or eliminated.

The good news is that in the short run, pension plans received a reprieve via the Worker, Retiree, and Employer Recovery Act (WRERA) of 2008. Most Teamsters, including those in the Central States Plan, probably won't experience any further pension cuts.

But in the longer run, many of our pension plans need help.

The WRERA, passed in December, amended the misnamed Pension

Protection Act of 2006 to give multi-employer pension plans more breathing room to recover from the financial crisis.

First, it allows pension plans to stay in the same status that they were in last year, even if the funding level has gone down.

Second, funds can extend their funding improvement plans by up to three additional years.

Funds that are in the Yellow Zone (endangered status) or Red Zone (critical status) are not required to make any changes if they have a funding improvement plan in place from 2008.

Relief from some of the strict terms of the Pension Protection Act is welcome, and more such relief is needed. But we also need a plan to strengthen and improve our Teamster pension funds. See the Teamster Viewpoint on page 5 for how we can make improvements.

YRCW Pensions Frozen in Central Pennsylvania

"This [real estate in lieu of pension payments] approach would have no effect on pension benefits for employees."

— Bill Zollars, April 14, 2009

"This means that, for YRCW participants, pension benefits will not increase as a result of service during the Freeze Period."

— Central Pennsylvania Pension Fund, May 14, 2009

The Central Pennsylvania Pension Fund has frozen pension accruals for all YRCW Teamsters from June 1 through the end of 2009. This means they will get no credit for their service in that period. But, if the payments are later made, pension credits will be retroactively awarded to all affected Teamsters.

This amendment to the pension plan will not affect pension credits already earned, or eligibility for benefits.

It is not known at this point if other funds will follow this lead.

New Law Keeps Baltimore Fund in the Green Zone

In 2008, the Baltimore Local 355 Pension Fund dropped over \$100 million—but a new law will let the fund stay in the Green Zone for one more year.

The fund's assets dropped from over \$335 million on Dec. 31, 2007 to \$229 million on Dec. 31, 2008, a decline of 31.5 percent. In April, actuaries for the Baltimore fund certified that the fund is in critical status—or the Red Zone.

But under the Worker, Retiree, and Employer Recovery Act of 2008, the fund trustees elected to keep the fund in

the Green Zone for 2009.

Without the new law, the Pension Protection Act would have required the fund to create a funding improvement plan—that could have meant cuts for early retirement.

The good news for Baltimore Teamsters is that their fund has an extra year to recover from the devastation on Wall Street.

The bad news is that they could face cuts again next year if their fund doesn't improve.

Pension Crisis Calls for Teamster Action

Our union needs to mobilize Teamster members and retirees—in the halls of Congress and in the streets—to save our benefits.

It's time for decisive action.

Teamster members are facing the worst pension crisis in the history of our union.

This crisis is not the fault of Teamster members. We worked hard, played by the rules and saved for the future—sacrificing wage increases to fund good pensions.

Defined benefit pensions are the most secure retirement plans, now and for the future. We need to take action to protect them.

Our hard work and savings went up in smoke when Wall Street con artists torched the whole economy with their sub-prime mortgages, credit default swaps and get-rich-quick financial schemes.

The Central States Pension Fund lost \$9.5 billion last year—more than a third of its assets—when the stock market tanked. The Wall Street schemers were

This crisis is not the fault of Teamster members. We worked hard, played by the rules and saved for the future.

inadvertently helped along by the ill-fated decision to let our union's largest and most profitable employer, UPS, out of the fund.

Now, the Central States Fund is in big trouble. If another big employer fails, then the second largest pension fund in the Teamsters Union could be forced to cut benefits. Tens of thousands of working Teamsters could see their retirement endangered. And Teamster power would be weakened, because our pension plans are an important part of our strength.

The pension crisis goes far beyond the Central States. There's not a single pension plan that has escaped the damage brought by the financial crisis. And it goes far beyond our Teamsters Union plans.

Pro-Worker Pension Reform

That's the bad news. But there's more to the story.

A number of different legislative reforms are being considered that would protect members' benefits and strengthen

our pension funds. We need to put our union's political muscle to work to pass pro-worker pension reform and to defeat other proposals that would hurt Teamster members and retirees.

There is good reason for Congress to act. Union multi-employer pension plans work. For decades, multi-employer union pension funds have taken care of our participants on our own without any help from the government. The record of union pension funds is far superior to that of single-employer pension funds.

When a company goes out of business in a single-employer pension plan (like Enron), the Pension Benefit Guarantee Corporation gets stuck with the tab. But when a company goes out of business in a Teamster plan, the other participants pick up the tab. Tens of thousands of Teamsters from companies like CF or Red Star that have gone out of business still have their pensions. And the PBGC hasn't had to pay a dime.

Union multi-employer pension plans have provided decent pensions to millions of Americans and can do the same for the next generation. Congress needs to invest in helping to strengthen pension funds that work. If not, we will all pay a much higher price.

Positive Proposals Put Forward

Some union leaders are supporting positive steps that Congress can take to strengthen Teamster pensions and other multi-employer pension plans.

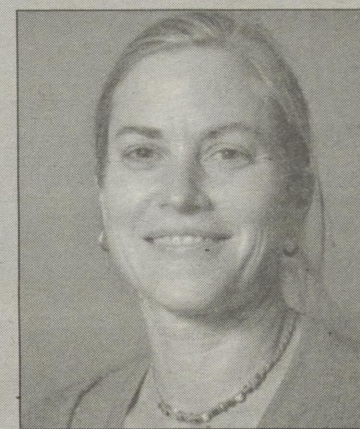
► **The PBGC should provide workers with real, not token protection.** Unlike the FDIC, the PBGC insures only a fraction of your pension. The PBGC actually discriminates against multi-employer pension funds by guaranteeing a smaller percentage of participant's pensions compared to single-employer plans. That's wrong.

► **The PBGC should help finance the pensions of retirees whose companies have gone out of business.** For decades, our pension funds have picked up this tab all on their own. Today, that burden is becoming overwhelming on funds whose assets were devastated by the financial crisis.

If these funds go broke, it is lose-lose. The PBGC will have to pick up a massive tab but workers will only get a fraction of their pensions. A better solution is for the

Teamster Viewpoint

By Sandy Pope
President, Local 805
New York City



PBGC to keep pension funds healthy by helping them finance the pensions of retirees whose companies are out of business.

► **The PBGC should make grants and emergency loans available to pension funds** that need time and assistance to build up their assets as the stock market recovers.

► **Congress should pass the Employee Free Choice Act.** The financial crisis has weakened Teamster pension funds—but so has our union's failure to bring new companies into the funds.

The Employee Free Choice Act will level the playing field so workers who want to join a union can. It's up to our union to organize the nonunion competition and bring new companies into our pension funds.

No Backward Steps

Other changes to pension law are being considered that would hurt union members and retirees.

Some pension funds want more "flexibility" to cut benefits of those already retired.

The proposal is back to allow pension funds to cut your benefits even after you have already retired. Teamsters for a Democratic Union and the Pension

Rights Center mobilized in 2006 to defeat this amendment and preserve the anti-cutback rule.

Teamster Power

Teamster pensions are worth fighting for. And working Teamsters have shown time and again that they will stand up and fight for their benefits.

The Teamsters Union is well-positioned to lead the fight for retirement security.

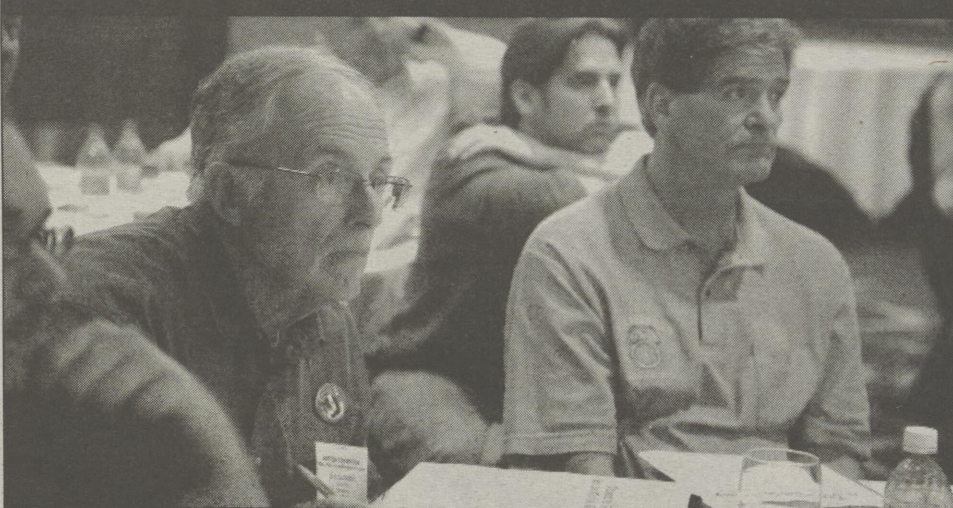
It's time for our union to tap the power of the tens of thousands of Teamsters who are concerned about our pensions—and join forces with other unions, pension funds, AARP and other allies.

The International Union has formed a high-level committee to look for ways to protect union pension funds. That's a good step. But we need to move beyond committees and tap the power of Teamster members and retirees.

We need to be in the halls of Congress—and we need to be out in the streets—putting the responsibility for this pension crisis on Wall Street where it belongs and demanding government action to protect workers' retirement security.

It's a crisis. Let's act like it, and take decisive action to save good pensions for our retirees, members and future members.

2009 TDU Convention: Nov. 6-8 in Cleveland



Learn from pension attorneys and experts and meet members from across the country who are working to protect our pensions. Go to www.tdu.org/convention to register today.

Turning Up the Heat to Defend a Steward

When UPS management tried to get rid of an assertive Oklahoma steward, they didn't know what they were in for.

Members and local officials mobilized to put the member back to work. And a few days later the center manager was out of a job.

March 30 was a wet, stormy day in Oklahoma. Doug Hisle, a package car driver out of the Lawton building, was delivering his route on a dirt road.

When he was pulling out of one stop, Hisle lightly tapped a customer's mailbox. He didn't feel the impact, and he didn't see the scratch because his car was caked in mud.

The customer didn't report the incident until six hours later—even though she was standing in her yard when Hisle made his delivery.

Hisle reported the scratch the next day, as soon as he saw it.

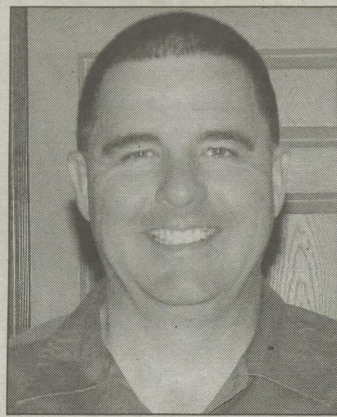
When management called in Doug for questioning, he explained that he didn't know about the scratch until the next day. But they wouldn't listen to his story.

Management terminated Hisle for failing to report an accident—even though they had no evidence that Hisle knew about the incident before he reported it.

Targeting a Steward

"There's no doubt in my mind why they went after Doug," said Karl Howeth, another steward in the Lawton building. "He's an assertive steward. He isn't afraid to confront management when other drivers' jobs are on the line."

UPS management in Lawton is pushing production, and Doug has helped protect drivers: "Management tries to intimidate drivers who file for 9.5," Howeth said. "But working with Doug we've been able to get most of our drivers on the 9.5 opt-in list."



Take the Fight to UPS

"The facts of the case showed that management had made a hasty decision and there was no just cause for my termination."

"My local officers really went to bat for me. Sometimes you have to take the fight to UPS management."

**Doug Hisle, Steward
Local 886, Lawton, Oklahoma**

Rank-and-file members and the local union prepared a two-pronged plan to get Hisle's job back. And they took management totally off-guard.

In Lawton, several concerned drivers talked to management and said that Doug was being treated unfairly.

Members networked with stewards at other buildings, and soon members were raising the issue in Enid, Norman, and Oklahoma City.

Hisle worked with the officers of the local to prepare his case for a local-level meeting with management. "The facts of the case showed that management had

made a hasty decision and there was no just cause for my termination," Hisle said.

"My local officers really went to bat for me," Hisle said. It worked and Hisle got his job back.

Just a few days later, his center manager came in to work, put in his letter of resignation, and walked out the door.

"Sometimes you have to take the fight to UPS management," Hisle said.

Are you helping a member out who is facing unfair discipline? Go to tdu.org/justcause to learn more about the seven tests of just cause.

Electronic OJS: UPS Rolls Out New Spyware

UPS is implementing new technology that allows management to monitor drivers like never before.

UPS's new spyware began with an upgrade to the DIAD software that the company calls ODSE (On Demand Services Enhancement). The software allows management to monitor drivers' routes on a computer screen in the center. Management can call up a snapshot of the entire center or any individual or combination of routes.

The company says that the technology gives the center better information when dispatching a driver for a pickup or sending a driver to help out another driver. But many Teamsters have had management use ODSE to question them about their route, leaving trace, etc.

ODSE provides both more and less information than GPS. The system lets management monitor recommended trace, service levels of packages on the truck, the number of packages and stops

delivered, the location of on-call air and one-time pick-ups and more.

But all this information is based on the DIAD, not GPS. Management cannot call up the actual location of a package car, just the location that was last entered on the DIAD.

Spyware on Steroids

All that changes with telematics, a new system that uses computer technology

to combine data UPS gathers through GPS, the DIAD board and new sensors that are being mounted on package cars in pilot areas.

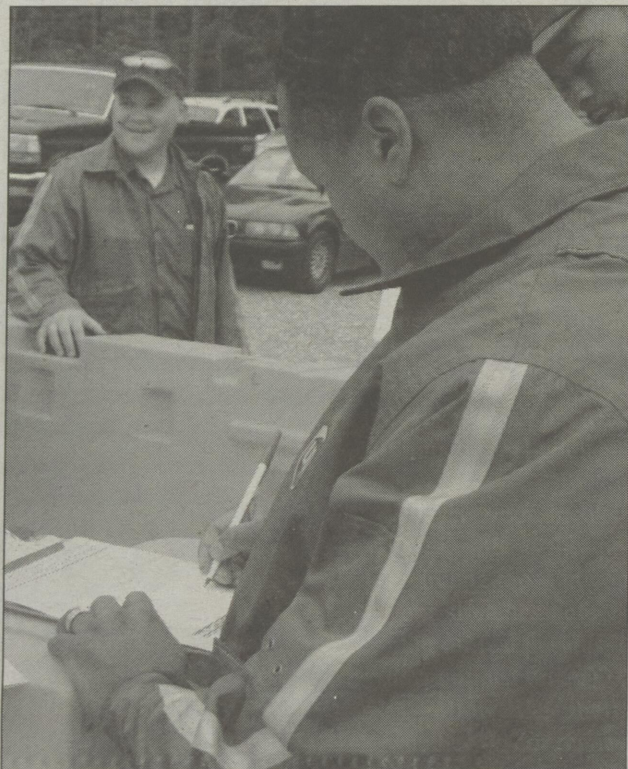
Through more than 200 sensors, management can monitor when you drive with your seatbelt off or your bulkhead door open. Telematics tells management how long you stopped at each location, how many packages you processed there, and creates an over-allowed figure for each stop.

The new technology changes the ballgame at UPS. Now, every minute of every day is an OJS ride. Drivers who only follow the methods during a ride-along will need to adjust.

Remember that Article 6 of the contract states that no employees shall be discharged based solely upon information from GPS or any successor system *unless he or she engages in dishonesty*.

Don't place your job in jeopardy. Don't sign for packages or show an attempt where none was made. Don't scan Next Day Air before you actually make the stop in order to show an on-time delivery. Do take your breaks and properly record them.

Look for a special report on telematics in the next issue of *Convoy Dispatch*. UPS Teamsters who are living under telematics today will report how management uses the new system to try to increase production and trip up drivers—and how you can protect yourself.



Thousands Sign Petition to Protect Full-Time Jobs

Thousands of UPS Teamsters have signed a petition calling on the International Union to take up a national grievance on the company's elimination of Article 22.3 full-time jobs at the next national grievance panel in Philadelphia, June 8 to 11.

Our 1997 UPS strike victory won contract language that requires UPS to maintain a minimum of 20,000 combo jobs—full-time jobs that are created by combining 40,000 part-time jobs. Management is violating this language and eliminating full-time combo jobs through layoffs and by not filling vacant positions.

Enforcing the contract would make UPS create thousands of more good full-time jobs.

UPS stewards have contacted Package Division Director Ken Hall to request a meeting before the national grievance panel to deliver the petitions, provide information about full-time job elimination in more than 25 local unions, and discuss what union action can be taken to enforce the contract.

TDU will inform members of Brother Hall's response and continue to monitor UPS full-time job elimination.

UPS Production Push:

Working Safe, Working Smart

In a tough economy, UPS management is getting leaner and meaner. New technology helps management push drivers for more.

Following UPS's methods is the best way to protect yourself.

UPS management is laying off drivers, adding stops to routes, and pushing package car drivers to increase production more than ever.

"In my building, five drivers are laid off. That means more work for the rest of us," reports Matt Higdon, a steward in Georgia Local 728. "Some of us have stop counts at peak season levels."

The heat is on drivers to work faster and faster. And UPS is rolling out new technology that will only make the problem worse.

With new technology like telematics, management can monitor drivers more than ever. Every day is a potential electronic OJS.

The best way to protect yourself is to follow UPS's methods.

Why We Run, Why We Shouldn't

There are plenty of reasons why some package car drivers take shortcuts. Getting in early to see their family. Keeping customers happy. Avoiding hassles with management.

But running can get you into trouble:

- ▶ Management will always come back for more. They'll add stops to your route and expect you to work faster and faster.
- ▶ If you have an injury, you won't be able to keep up your old pace. But management will still expect the same production from you.
- ▶ If you don't follow the methods, management can discipline you for not working as instructed.

Work Safe, Work Smart

UPS management is giving conflicting messages on an hourly basis: Go faster. Be safe. Build the business.

"Do what the methods say to do and focus on keeping a safe, even pace," recommends Higdon. "Don't take shortcuts."

Take your breaks at the appropriate times. Obey the posted speed limits, including those in your own building. Do your stretches before your first stop and after all rest periods—and do them every day, not just on an OJS.

Follow the methods every day—whether or not management is breathing

down your neck.

"The best way to become good at something is to practice every day," Higdon says.

That Special Day

Some drivers get nervous and speed-up when the supervisor comes on the truck. Don't do it.

Management is disciplining drivers who have a higher Stops Per On Road Hour during an OJS for not working at a "demonstrated level of performance" when the sup is not on the truck.

What should you do to be ready for an OJS?

- ▶ Follow the methods just like you would on an ordinary day.
- ▶ Make a note of your load every day and keep track of misloads so that you can show the difference when your load is perfect for the OJS.
- ▶ Get to know your pre-loader. They can be your eyes and ears and let you know how your load was changed on the day of your OJS.
- ▶ Is the sup trying to do your work? "Make a note if you see the supervisor handling packages or opening doors," advises Craig Karnia, a steward in Chicago Local 705. "You can use that to explain later why your numbers were higher on the OJS."

Called into the Office

Following UPS's methods is the best way to protect your job and your safety. But management may not be happy with your numbers.

If management calls you into the office to talk about your work performance, be sure to bring a steward.

"Answer management's questions with clear simple answers," recommends Karnia. "If they start asking you about something that happened days ago and you don't know or don't remember the answer to a question, just say so. Never make up an answer."

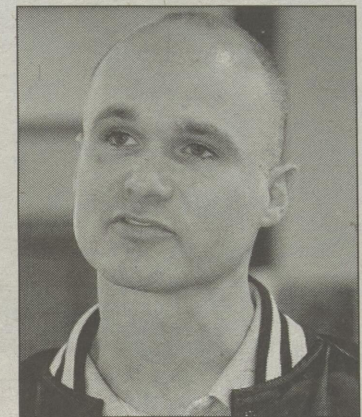
"Management's main purpose in these meetings is to intimidate you, and put pressure on you to push yourself too fast," Karnia said. "Keep your cool, listen to what management has to say and don't let them get under your skin. Follow the methods every day."

Follow the Methods And Protect Yourself

"Do what the methods say to do and focus on keeping a safe, even pace. Don't take shortcuts."

"The best way to become good at something is to practice every day,"

**Matt Higdon, Steward
Local 728, Georgia**

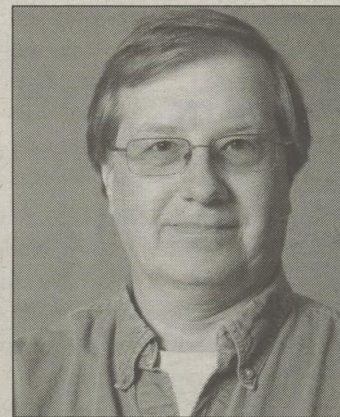


Keep Your Cool

"If you get called into the office, answer management's questions with clear simple answers."

"Their goal is to intimidate you, and put pressure on you to push yourself too fast. Keep your cool, listen to what management has to say and don't let them get under your skin."

**Craig Karnia, Steward
Local 705, Chicago**



If you get a warning, grieve it right away. If you get in more trouble later, a Teamster panel or an arbitrator will definitely take notice if you haven't challenged previous warnings.

If management asks you to sign a letter committing to a certain level of performance, you can refuse to sign it. If management orders you to sign it, sign it under protest and file a grievance.

Strength in Numbers

Drivers are safer when more drivers are following the methods.

That starts when experienced

Teamsters who know the methods take the time to share their knowledge with other drivers.

You can help by sharing this article and other tips with drivers in your building. Some members order TDU's Daily Log Book in bulk to give to other drivers.

TDU is sponsoring a special workshop for package car drivers at the TDU Convention, Nov. 6-8 in Cleveland.

And we'll continue our coverage of package car driver issues in the next issue of Convoy, with a special report on UPS' new telematics program; "Safety, Service and Performance" (SSP).

Document Your Day with The Package Car Log Book

Watch management like they watch you with the TDU Package Car Log Book.

The logbook includes a space to record your stops, pick-ups, on-call airs and more.

Plus there is a blank page for each week to record instructions from management or anything out of the ordinary. Each logbook covers a three-month period.

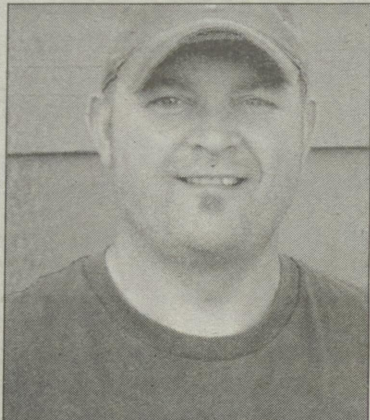
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Carhaulers Win Back Lost Jobs



Make Employers Pay For Union Busting

"I'm proud that my fellow Teamsters stood together and beat back this union busting."

"Ramp Management wasn't playing fair and we made them pay."

Mike McGee
Ramp Management
Local 325, Belvidere, Ill.

When Ramp Management tried to bust our union, members fought back—and now they're back at work.

Members of Local 325 covered by a yard agreement under the carhaul contract are going back to work with nearly \$160,000 in back pay, thanks to a National Labor Board settlement.

In September, 2008, Ramp Management took over the yard and rail work for production out of the Chrysler

Belvidere, Ill. plant. The company pointedly stated it would not hire any of the Teamsters who had worked for Auto Releasing.

Members and officers took action. Fromer BA Russ Hanson and union steward Mike McGee filed a charge with the NLRB.

The NLRB ruling forced the company to rehire the workers with back pay and recognize the existing union contract.

Carhaul Consolidation

Active Takes Over Jack Cooper

Jack Cooper Teamsters got a new boss in May, when Active Acquisitions bought a majority stake in Jack Cooper Transport.

Michael Riggs is the principal owner of Active. But Tim Cooper, in a letter to Jack Cooper employees, says that he is retaining his role with the new company. Insiders say that is likely to continue. Jack Cooper will operate separately, at least for now.

The combination could make it a stronger union company. Active's small carhaul division grew last year when they

got traffic formerly hauled by PTS out of Lorain, Ohio and New Jersey.

Jack Cooper recently closed most of its western operations, which run under the name of PMT. Jack Cooper also just lost the Chicago Ford plant traffic to Cassens. Teamster carhaulers there have retained their seniority at Cassens.

Teamsters remain apprehensive about Active's history; it broke the union in the driveaway industry. JHT Holdings, which owns Active, hauls some 90 percent of all new heavy trucks, but the majority of the operation runs nonunion

or under sweetheart deals with company-favored unions. The International Union treated that loss as business-as-usual, and failed to protect the Teamster jobs and contract.

Dennis Troha, who ran JHT while busting the Teamsters, later sold the business, and Riggs became its principal. Troha later was convicted of illegally passing large sums of money to the campaigns of the Wisconsin Governor and President Bush, to attempt to further his casino interests.

Beating the Union Busters

"I'm proud that my fellow Teamsters stood together and beat back this union busting," commented McGee, "Ramp Management wasn't playing fair and we made them pay." McGee made sure to single out Hanson (a current carhauler) for praise.

McGee added, "The new local officers, the IBT, and the Joint Council are all taking some credit but it was really a couple of brave Teamsters by the names of Ryan Schroeder, and James Sanchez and our former agent who made this victory happen."

Ask the Teamster Troublemaker

Free Speech and My Contract?

Dear Teamster Troublemaker

I'm a steward and was on the bargaining committee for our contract. We reached a tentative agreement that the agent and majority of the team signed off on.

A couple of us couldn't support it and put out a flier opposing the contract. My BA said I couldn't oppose the agreement because the boss was claiming we had bargained in bad faith. Is that right?

No in Northridge

Dear No:

It's great you were on the committee and learned a lot about bargaining.

You don't give up your free speech or union rights once you're on the inside for negotiations or after. You may speak out against the contract.

You are protected under the Landrum-Griffin Act LMRDA section 101(a)(2). A similar situation in the public sector would be protected by language that mirrors the LMRDA under state statutes.

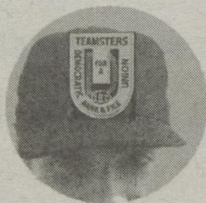
Members can hear from the majority on the committee as well as your dissenting view, and make up their own minds.

Teamsters have a legal right, protected in the IBT Constitution, to vote by secret ballot on their contract. That vote should be an informed vote, where members have access to all the proposed language to read, and with discussion or debate on the proposed contract.

With Teamster contracts now often longer than three years, and sometimes containing concessions, voting on a contract is a very important decision. Your speaking out helps make the right to vote meaningful.

Have a question for the Troublemaker? Call TDU at (313) 842-2600.

Ask The
Teamster
Troublemaker



New Bill Would Restore FMLA Protections

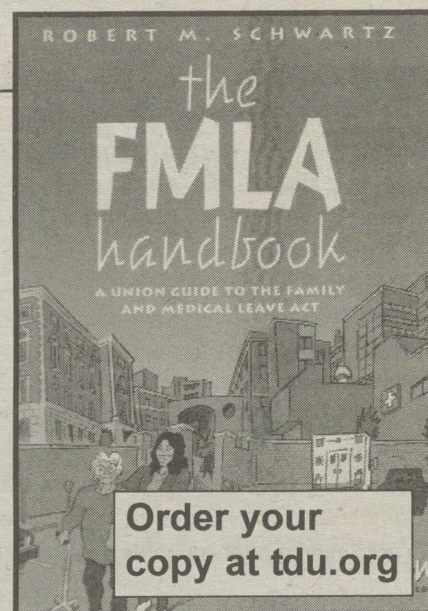
Just four days before George Bush left office, the Department of Labor put new restrictions to the Family and Medical Leave Act into effect. Now a new bill would restore protections.

On April 29, Rep. Carol Shea-Porter (D-NH) introduced the FMLA Restoration Act to roll back the changes made by Bush.

The Family and Medical Leave Act, a 1993 federal law, requires employers to allow eligible employees up to 12 weeks time off per year in the event of serious illnesses or medical conditions of the worker or his or her family.

The new rules make it harder for workers to take intermittent leave and let employers contact workers' doctors without their consent. To read a detailed report on the changes from pro-union attorney Robert Schwartz, go to www.tdu.org/newfmlarules.

You can help win back stronger protections for workers who take time off to care for their families. Contact your Congressional Representative and ask them to support the FMLA Restoration Act.



Attention Road Drivers:

Hoffa Wants to Raise Your Dues

The Hoffa administration is quietly raising the dues of road drivers without a vote, or any change in the IBT constitution.

We need to say No in a unified voice.

It's already taken effect in some locals, including Cleveland Local 407, where president Frank Burdell is on Hoffa's payroll. Road drivers got hit with a \$7 per month dues hike two months after taking a wage cut at YRC!

But some locals have just said No to the dues hike.

The International is telling certain locals to use the average yearly gross income of road drivers, and base dues on that figure, resulting in a hefty dues hike.

If members take this lying down, you can bet that this sneaky dues hike will spread to tens of thousands of mileage-paid Teamsters, who work under freight, carhaul, UPS, tankhaul, grocery distribution, and various other contracts.

Violates IBT Guidelines

The dues hike violates the International Union's own guidelines.

On June 12, 2002, the International Union issued guidelines that state: "For

those members whose earnings are calculated on the basis of mileage, the equivalent hourly wage rate stated in the contract for work performed shall be used." Nothing has changed in the IBT Constitution to warrant this hike.

Hoffa administration officials have given themselves nice raises every year. Now they want more money from drivers who are taking concessions. It comes down to greed. And whether or not members will say No.

Local 604 Says No

St. Louis Local 604 was told to raise the dues of all of its carhaul drivers. Their secretary-treasurer, John Thyer, responded explaining that the local was in compliance with dues guidelines and the constitution.

If your local union tries to raise road drivers' dues without a membership vote, contact TDU.

Local 17 Officers Cut Their Pay

Colorado Local 17 officers and business agents have all agreed to take a 10 percent pay cut.

Their local union website states that, "The savings from this historic measure will continue to increase Local 17's financial growth. Following the lead from the Local 17 YRC members, we

want all Local 17 members to know we share the benefits and sacrifices together with you."

It sounds like good unionism. Maybe Hoffa, Keegel, and the International officials should consider this policy. When you're making over \$200,000 a year, it should be easy to tighten up a little.

Get Convoy by the Bundle

Convoy Dispatch is the best way to keep Teamsters up to date on what's going on in our union. Order a bundle today!

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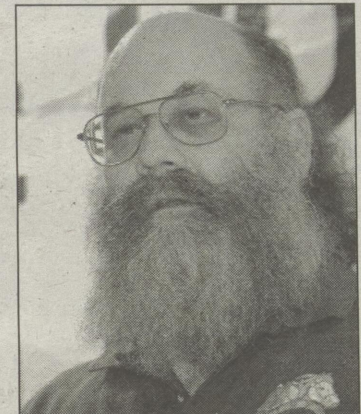
Freight Teamsters Speak Out

Back to Basics

"Teamsters are running scared. We need to get back to basics. Running legal, driving safe and giving up on our greed. That will preserve our work for the long haul. That's real Teamster unity."

Barry Strohl, YRC

Local 509, Greenville, S.C.



We Can Make a Difference With TDU

"When my local refused to listen to me and my calls to the International were never answered, TDU was there to answer my questions and help me out. But that information doesn't come for free. Show your support today and join TDU."

Steve Walski, USF Holland

Local 179, Joliet, Ill.

Freight Teamsters Ask: Why No Contract Books?

It's been 16 months since the National Master Freight Agreement was ratified. But the International Union still has failed to produce copies of the contract for members.

If it was a program for a golf tourney of top Teamster officials, they could print it in two days. Do you think maybe the priorities are wrong?

Freight Teamsters have been hit hard from every side. Wage concessions at YRC. Hoffa's Central States Pension deal putting benefits at risk. The economic crisis pushing companies to the edge. Hoffa's even using tricks to try to raise road drivers' dues.

If members are armed with the contract book, they have a better shot at holding companies to what they agreed to. It smells like maybe the Hoffa administration isn't interested in doing that.

It's time for Teamsters to get what they are legally entitled to: a copy of the national freight contract.

You can download a copy of the changes in the new contract at www.tdu.org.

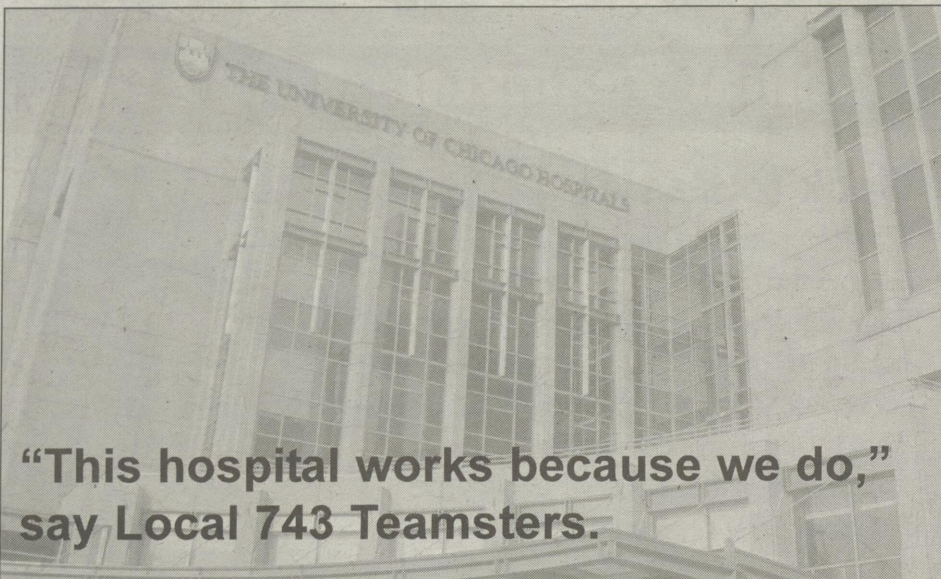
NATIONAL MASTER FREIGHT AGREEMENT AND CENTRAL REGION LOCAL CARTAGE AND OVER THE ROAD SUPPLEMENTAL AGREEMENT



For the Period:
April 1, 2003 through March 31, 2008

Local 743:

Members Organize for Respect on the Job



"This hospital works because we do," say Local 743 Teamsters.

New leadership is getting the rank-and-file involved to win a strong contract.

Members are making their voices heard.

Facing a July 10 expiration date, Teamsters at the University of Chicago Hospital are gearing up for contract negotiations.

Local 743 distributed a survey to gather contract proposals and the bargaining committee is reviewing these to develop a set of demands.

"We're overworked and underpaid. We're supposed to care about the hospital when management doesn't care about us.

It's time to negotiate a contract that shows us respect," commented Jeanne Moore, a housekeeper with 25 years seniority.

The bargaining unit covers over 1,500 Teamsters. The focus for the campaign is "This Hospital Works Because We Do." Members plan to seek support from neighborhood community groups and students at the university.

Jury Finds Ex-Officials Guilty of Stealing Elections

Ex-officials of Chicago Local 743 may go to jail for a scheme to steal local union elections.

A Chicago jury has found former Local 743 President Richard Lopez and two other ex-officials guilty of a scheme to steal Local 743 elections. Three other officials already pled guilty.

Lopez was found guilty of conspiracy, mail fraud, and stealing union property.

Lopez and former union reps Thaddeus Bania and David Rodriguez will face sentencing in August. They could go to jail for many years.

"We are elated that the workers ended up on the victorious side of this verdict," said the new Local 743 President Richard

Berg, a reformer who won office in 2007.

"The U.S. Department of Labor had the evidence needed to convict them. Now we are anxiously waiting for the financial reparation of the \$2.2 million that was taken from the hard working members of this union."

The jury heard outrageous stories of how Local 743's ex-officials treated the union like their private business, and schemed to steal the election when they were challenged by working members:

- Officials secretly changed the addresses of members, and diverted ballots to



Rank-and-file members swept the criminals out of office for good in 2007.

friends, relatives, employers—and even one union rep's wedding guest list.

- Investigators found Rodriguez's fingerprints on sealed ballots from the 2004

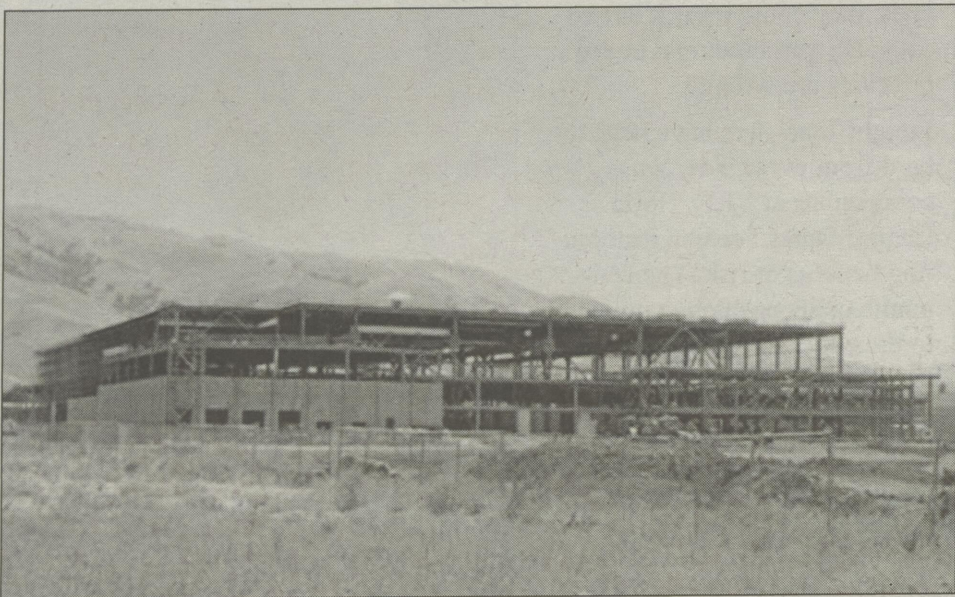
local union election. Rodriguez couldn't explain how they got there.

- Rodriguez operated a private cleaning firm that cleaned the local union hall and the home of ex-president Robert Walston. One of his cleaning employees testified that Rodriguez told her ballots for the election would arrive at her house.

Their scheme didn't work. With the help of Teamsters for a Democratic Union, members of Local 743 exposed the plot to steal their election. And in October 2007, Richard Berg and the New Leadership Slate swept the criminals out of office for good.

Are you concerned about getting an honest election in your local? Call TDU at (313) 842-2600 to get advice on how to protect your right to vote.

Cuts Spread at the San Francisco Chronicle



This summer the Chronicle will move its printing to a new nonunion facility in Fremont, Calif. The Chronicle will completely eliminate jobs for pressmen in GCC Local 4-N and mailers in Local 853.

By Bruce Carlton, Local 4-N, Retired

A new round of cuts at the San Francisco Chronicle is hitting Teamsters Local 853.

That's the home local of Rome Aloise, one of Hoffa's key point men and our newest International Vice President.

Under the deal, one hundred Local 853 drivers will lose their jobs. But those who stay won't take a pay cut. And the Chronicle will make a one-time payment of \$800,000 to their benefit fund.

The new deal will extend their current contract from 2010 until Dec. 31, 2015.

On June 1, the Chronicle will shift printing to a new nonunion facility. All of the pressmen in GCC Local 4-N will lose their jobs, as will all of the mailers in Local 853.

Over a hundred pressmen have applied for jobs at the new facility. Not one has been hired. All our union can say

is that they're monitoring the situation.

Why did Aloise get a better deal for the drivers? Maybe it's because he's always been willing to play ball when the employers wanted to pit members against members.

Back in 2005, before other unions could sign a contract, Aloise inked a deal that would require Local 853 members to cross a picket line if one of the other newspaper unions went on strike.

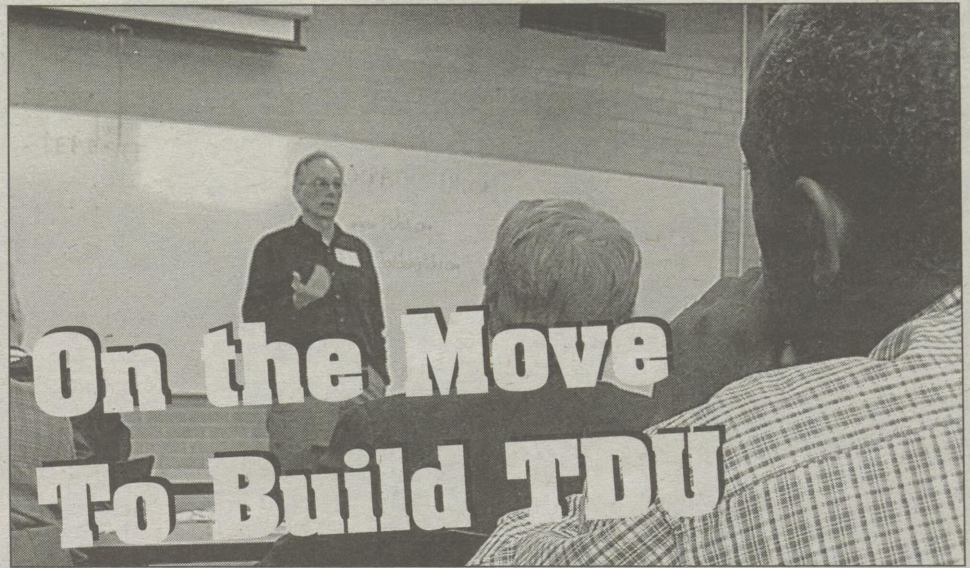
Teamster pressmen lost the successors and assigns language that could have helped us keep our jobs. And the Newspaper Guild members got one of their worst contracts ever (before this year).

Now over 200 union pressmen and over 100 mailers will be on unemployment. It's time for our union officials to wake up and get into action. This is a race to the bottom.

Across the country, Teamsters are holding TDU meetings, setting up educational workshops, and getting out Convoy.

They're concerned about where our union is going and doing something about it. TDU is giving them the tools to make it happen.

Here's what TDU members have been doing in April and May to build the movement to take back our union.

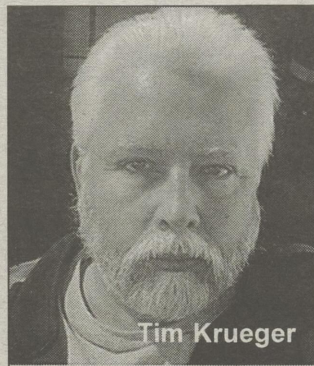


NASHVILLE, TN

Carhaulers from Local 89 and Local 651 in Kentucky and Local 327 in Tennessee discussed the state of the carhaul industry and how it is affecting our union.

Members formed a Kentucky-Tennessee TDU Carhaul Committee that will meet regularly on the phone to share information on grievances and contract issues and make plans for the 2011 election.

"If we don't all stick together and start doing something now, we're not going to have much of a union left," said Tim Krueger, a Local 89 Allied driver from Bowling Green and one of the organizers of the meeting.

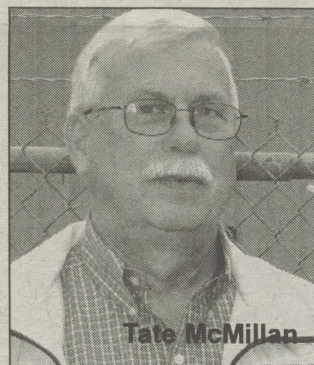


Tim Krueger

FLORENCE, S.C.

UPS package car drivers and pre-loaders met before and after their shifts ended to talk about how to deal with UPS's production squeeze and supervisors working.

"Management gets together to meet and talk about what they can do to undermine our union. We've got to meet too," said Tate McMillan, a feeder driver in Local 71. "We talked about what we can do to stop supervisors working and production harassment."



Tate McMillan

SEATTLE

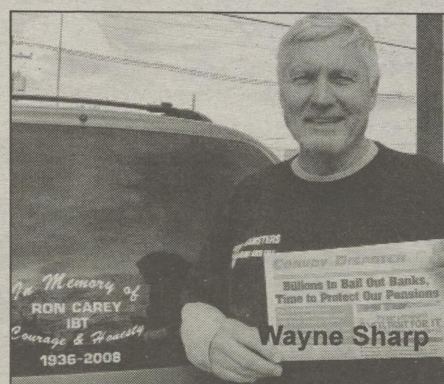
In early May, members of the Evergreen Chapter heard a report by TDU National Organizer Ken Paff on the state of the Teamsters Union ten years after Hoffa came into office. Discussion included how to build a Teamster movement that can replace the Hoffa administration in 2011.

Members also discussed some of the big problems facing members of Seattle Local 174, including deteriorating contracts and representation, the loss of the Oak Harbor strike, and the UPS full-time jobs fiasco.

LOUISVILLE

TDU activists distributed hundreds of *Convoys* at the Louisville Air District, one of UPS's largest facilities.

"How in the world would we know what's going on without TDU and *Convoy Dispatch*? You get that information that no one else is going to get you," said Wayne Sharp, a Local 89 retiree who helps distribute *Convoy*.



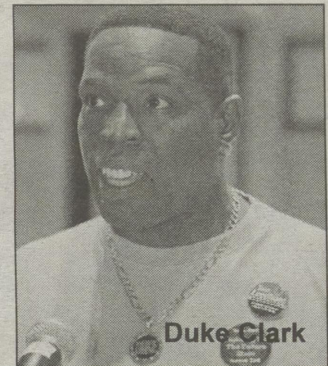
Wayne Sharp

CHICAGO

Teamsters joined labor activists from other unions for a day of education at the Chicago Troublemakers School, sponsored by Labor Notes Magazine.

TDU members organized four workshops at the conference: Defending Our Contracts in Hard Times; Preparing Your Grievances to Win at Arbitration; Understanding the Union and Your Contract (in Spanish); and Changing Your Local Union.

"It was a great learning experience," said Duke Clark, a member of Local 726. "TDU and Labor Notes always put together the best workshops for Teamsters. I'll see you at the TDU Convention in Cleveland."

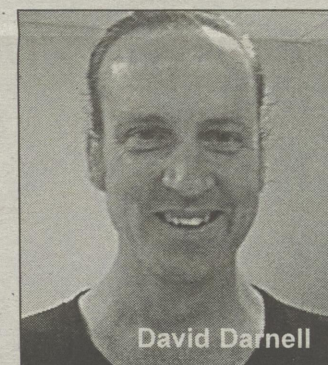


Duke Clark

PADUCAH, KY

Full-time UPS Teamsters from Local 236 held an informational workshop on the new UPS pension plan and the growing gap between their benefits and other Teamster funds.

"When I heard that our new UPS Pension Plan paid the worst benefits to any full-time Teamster in the company, I wanted to know what we could do about it," said David Darnell, a package car driver in Local 236. "We pulled together a meeting here to get the facts and talk about how we can make change in our union."



David Darnell

NEW YORK

Teamsters from New York and New Jersey locals met for their quarterly chapter meeting.

Members stayed after for a workshop on bargaining a strong contract for rank-and-file members who want to have a voice in their next contract.

BALTIMORE

Active members and stewards from Local 355 and Local 639 came together for a two-hour workshop on Building Power to Win Grievances.

TDU International Steering Committee member Dan Campbell flew in from Milwaukee to lead the workshop. Members held a cookout after the workshop.

Get a Meeting in Your Area

Do you want to set up a TDU meeting in your local?

Call TDU at (313) 842-2600 and speak to an organizer.



TDU Rank & File Convention

Nov. 6-8, 2009 ♦ Cleveland Airport Sheraton

Are you concerned about where our union is headed?

Then this year's TDU Convention is for you.

- ✓ Meet Teamsters who are making a difference by enforcing our contracts, protecting Teamster standards, and running for local union office.
- ✓ Arm yourself with knowledge in over a dozen workshops led by Teamster officers, active members, attorneys, and union experts.
- ✓ Help shape our movement's strategy and get involved in the movement to Dump Hoffa in 2011.

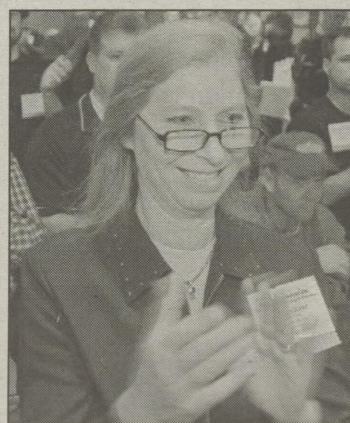
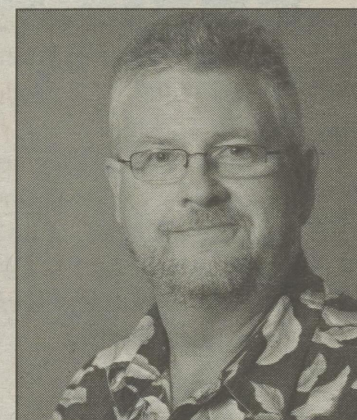
Convention Workshops

- ▶ Bargaining in Tough Times
- ▶ Winning Grievances and Arbitrations
- ▶ Protecting Pensions and Benefits
- ▶ Running for Local Union Office
- ▶ Teamster History
- ▶ Legal Rights on the Job and in the Union
- ▶ **And much more**, including special meetings for UPS, freight, rail, waste, UPS Freight, movers, and African-American, Latino, and women Teamsters.

See You in Cleveland

"The workshops at the TDU Convention give you real-life advice on how to protect your rights, win more grievances, and look out for your benefits."

**Chuck Deaver, YRC
Local 174, Seattle**



"With all the bad news in the union, it's no wonder some members get discouraged. I keep coming back to the Convention because I get to meet other Teamsters who are working to make our union better—and are in it for the long-haul."

**Katie Brucher, Anheuser-Busch
Local 1149, Baldwinsville, N.Y.**

Register Today

Go to www.tdu.org/convention or call (313) 842-2600 to register for the TDU Convention.